* **How should the Indigenous skills, engagement, and employment Program (ISEP) work alongside the new employment services model and the new remote engagement program to build work-ready skills and connect Aboriginal and Torres Strait Islander people to rewarding, sustainable jobs?**

More collaboration with service providers in the industry and other funded NIAA Programs.

Making sure that the services are not overlapping and that the Services that are funded being accountable for what they are funded to deliver.

Making sure that the contract managers from NIAA understand the contracts and read them before they give direction on what needs to be done.

NIAA to have more consultation with the Service providers working together and meeting together and not separately with the Organisations.

Work ready programs need to be developed and funded through ISEP and run outside of the CDP-Employment Services Model, however the Employment Services providers need to refer jobseekers to these Programs and not keep all jobseekers in their inhouse work for the dole activities. The critical part is that the Programs need to include things such as Communication, Reliability, Confidence Motivation and Self Esteem Building, Time Management, Expectations in the workplace, Declaring their earnings whilst on Centrelink, Career Development, Resume writing, Personal appearance, and Hygiene. Jobseekers also need to be educated on what services are out there to assist overcoming their barriers such as Drug and Alcohol Services, Mental Health, Counselling, Money Management and Budgeting when they get a job.

ISEP program funded separate from Employment Services model and NIAA needs to make sure the Employment Service providers are working collaborative and referring to these Programs and not just their in-house programs.

* **How could IAS investment be designed to be more flexible and responsive at the regional level, and better meet the needs of the community for Indigenous job seekers and employers?**

One of the critical points is that here needs to be ongoing support after the 26-week milestone, their also need to be 4 weeks and 13 week outcomes as well especially in remote areas where there is seasonal work and where most of the communities and towns are closed off due to weather conditions and remoteness.

IAS investment needs to be flexible in their design and making sure that their other Programs are not overlapped. The consultations need to be with ATSI people in the Organisations as the Meeting we attended were mostly non- ATSI people giving feedback on how better we can deliver services to ATSI mob. No better way than having our own people giving feedback and being involved in the consultation process as most Organisations are working solo. This needs to change to assist in Closing the Gap.

One of the main barriers in the region to sustaining employment is the lack of Housing and overcrowding in the Houses where employees live.

* **How should results of the new ISEP program be measured, monitored, and evaluated to ensure investment contributes to closing the gap in employment outcomes?**

Progress Reports

ATSI people working and involved in the Program

KPI’S

Feedback and Evaluation

* **How can we embed shared-decision making in community-based workforce planning?**

All stakeholders need to be involved especially the non-indigenous services that are being funded to deliver a service to ATSI people.

* **How can the ISEP encourage potential employers of Aboriginal and Torres Strait Islander people to provide safe and culturally appropriate work environments?**

Specific cultural awareness training to the Employer and relevant to the area where the employees are working.

ATSI mentors delivering awareness and expectations to the employers on how they speak and deal with ATSI people- meaning that they need to be treated equally and fairly, this also needs to be a 2-way learning for the employee with mentoring and development for what the employers’ expectations are in the workplace. This is currently being delivered in VTEC Program that is being delivered in the Kimberley.

* **How can employers’ better value the skills and perspectives of Indigenous employees?**

Specific cultural awareness to the Employer and relevant to the area where the employees are working.

ATSI mentors delivering awareness and expectations to the employers on how they speak and deal with ATSI people- meaning that they need to be treated equally and fairly, this also needs to be a 2-way learning for the employee with mentoring and development for what the employers’ expectations are in the workplace. This is currently being delivered in VTEC Program that is being delivered in the Kimberley.

Employing local people, funding also needs to be put into mentoring and supporting Non ATSI Employers who employ ATSI jobseekers.

* **How should the ISEP consider a local focus?**

Working collaboratively with all Organisations that deal with ATSI people is the key to a local focus and making sure that Services that are being funded to deliver services to ATSI people are being utilised and are accountable.

Consideration for funding needs to go to several organisations being funded. ATSI people are used to dealing with specific organisations and have a rapport with these specific organisations. There needs to be a choice for Employees when being referred to the ISEP Program and not one Organisation.